

COUNCIL OF THE CITY OF ABERDEEN
Ordinance No. 18-O-31

Date Introduced: October 8, 2018

Sponsored By: Councilwoman Sandra Landbeck and Councilman Melvin Taylor

Amendments Adopted: None

Public Hearing: October 22, 2018

Date Adopted: November 5, 2018

Date Effective: November 26, 2018

1 **AN ORDINANCE concerning**

2
3 **AMENDMENTS TO CITY'S PERSONNEL POLICY MANUAL (3)**
4 **ANTI-NEPOTISM**

5
6
7 **FOR** the purpose of amending certain provisions in the Personnel Policy Manual for the City of
8 Aberdeen; and matters generally related to revisions to the City's Personnel Policy Manual.
9

10 **BY** repealing and re-enacting, with amendments
11 Chapter 3. RECRUITMENT AND PROMOTION
12 Anti-Nepotism
13 City of Aberdeen Personnel Policy Manual

EXPLANATION:

CAPITALS INDICATE MATTER ADDED TO EXISTING LAW
((Double Parenthesis)) indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike-Out~~ indicates matter stricken from bill by amendment or deleted
from the law by amendment.

* * * indicates existing unmodified text omitted from Ordinance

1 **SECTION 1. BE IT ENACTED BY THE COUNCIL OF THE CITY OF**
2 **ABERDEEN** that “Anti-Nepotism” provisions of the City of Aberdeen Personnel Policy Manual,
3 Chapter 3. RECRUITMENT AND PROMOTION, are repealed and reenacted, with amendments,
4 to read as follows:

5
6 CHAPTER 3. RECRUITMENT AND PROMOTION

7
8 Anti-Nepotism

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10 The City ((may employ relatives of City officials and employees, provided that a City official or
11 employee is not the decisionmaker in the hiring of a relative, does not work in the same
12 department as a relative, and does not supervise the work of a relative.)) SHALL NOT, UNLESS
13 THE CITY MANAGER FINDS THAT THE EMPLOYMENT IS IN THE BEST INTERESTS
14 OF THE CITY DUE TO EXCEPTIONAL TRAINING, EDUCATION OR ABILITY:


15 A. HIRE A RELATIVE OF A COUNCIL MEMBER, CITY MANAGER OR
16 DEPARTMENT HEAD;

17
18 B. HIRE ANY INDIVIDUAL IF THE HIRING WOULD RESULT IN TWO OR MORE
19 RELATIVES EMPLOYED WITHIN THE SAME DEPARTMENT.

20
21 Relative shall mean father, mother, brother, sister, husband, wife, son, daughter, nephew, niece,
22 aunt, uncle, son-in-law, daughter-in-law, brother-in-law, sister-in-law, domestic partner, first
23 cousin or resident of the same household.

24
25 **SECTION 2: AND BE IT FURTHER ENACTED** that this Ordinance shall become
26 effective twenty (20) calendar days following its adoption.

COUNCIL OF THE CITY OF ABERDEEN


Patrick L. McGrady, Mayor
Steven E. Goodin, Councilman
Sandra J. Landbeck, Councilwoman
Timothy W. Lindecamp, Councilman
Melvin T. Taylor, Councilman

ATTEST:

SEAL:


Monica A. Correll, City Clerk

Date November 5, 2018